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Advisors

OVERVIEW

AFPC



- CAA IMPLEMENTATION AND DUTIES
- CAA PROGRAMS
- CURRENT/FUTURE INITIATIVES



- CAA was one of 17, CSAF initiatives to improve AF retention
- Sec AF chartered CAAs to ensure no one left the AF without knowing their AF Benefits!
- Initially 94 CAAs were hired based on Base population of 1 per every 5,000 active duty
- Primary role was to provide Wing CC, Squadron CCs, 1st Sgts and supervisor with information to improve retention

Initial report provided limited evidence

CAA PROGRAMS

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- Right Decision- #1 start up program; targeted airmen 12-15 month from ETS
- Applies to apples comparison of AF versus civilian life--significant impact--Facts and Benefit briefings
- 1st Sgts support vital to program



- Supervisor Training targets front line supervisor
- Teach feedback techniques step by step
- Explaining enlisted benefits to supervisors who in turn explain to subordinates
- Experts on financial management brought in to discuss Thrifty Savings and other investment opportunities

Duties Continued

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- Mandatory Retraining program offered CAAs the opportunity to recruit for Chronic/Critical AFSCs the AF needs
- AF CFMs provide information for “Job Fairs” conducted in numerous forums across the AF
- Rosters come from AFPC retraining to MPFs and CAA facilitated/conducted briefings

Recently added duties

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- CMSAF requested CAAs to work in conjunction with AFPC assignments in identifying and briefing NCO with over 6 years Time on Station (non-vol candidates for “selection” for a special duty assignment)
- Brief NCOs on availability of Special Duty Jobs available and match skills with jobs. MTI, Recruiting, Tech School Instructors etc all viable options
- Positive aspect of putting right person in the right job

Professional Development Programs

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- Enlisted Professional Development is a grass roots program created by enlisted people to fill a valid void in training for our NCOs
- CAAs at numerous bases facilitate the PDCs, FTACs and perform their CAA duties
- PDC still taught by SNCOs at the base

Where are we going?

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- Role of the CAA is changing with Force Structure Initiatives--and rightfully so
- Focus is on a cradle-to-grave approach with CAA, FTAC, PDC and potentially ALS all co-locate...SNCO oversight of the program
- CAA a conduit for future Air Staff initiatives ie. retraining, drawdowns, etc in conjunction with force shaping--RETENTION NOT OUR FOCUS

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First Sergeants support is critical
to the PDC, FTAC and CAA
functions

We (SNCOs) must effectively
communicate to our people that
they may not stay in one AFSC
their entire AF Career.

This is unsettling to people BUT
we must put the right people in
the right jobs

Summary

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- CAA IMPLEMENTATION AND DUTIES
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Questions?